FROM RESEARCH TO PRACTICE: A JOURNEY IN DEVELOPING A PERSON-DIRECTED PSYCHOEDUCATIONAL BURNOUT INTERVENTION PACKAGES FOR MOH HOSPITAL NURSES

Norehan J[1*], Pangie B[1], Ili AS[1], Nor Haniza Z[1], Siti Zubaidah AB[1], Izzuan Khirman A[1], Nursyahda Z[1], Kun Yun L[1]

[1]Institute for Health Management, National Institutes of Health (NIH), Malaysia

*Corresponding author: Dr. Norehan binti Jinah, Institute for Health Management, Block B1, NIH Complex, No.1, Jalan Setia Murni U13/52, Section U13, Setia Alam, 40170, Shah Alam, Selangor, Malaysia. Email: norehan.j@moh.gov.my

Introduction

Burnout among nurses is a critical occupational hazard that significantly impacts job satisfaction, patient safety, and workforce retention. In Malaysia, despite high prevalence and recognition of burnout as a pressing national concern, there are no standardised burnout intervention strategies tailored for nurses. To address this gap, we set out to develop a psychoeducation-based person-directed burnout intervention package (P-BIP) for Ministry of Health (MOH) hospital nurses. The project aimed to bridge research and practice through evidence synthesis, expert consensus, and structured programme design.

Methods

A three-phase mixed-methods approach was adopted to ensure a systematic and contextually relevant development of the intervention package. Phase 1 involved a systematic review of global literature, which identified 27 eligible studies on psychoeducation strategies for nurse burnout; 24 included interventions with significant effectiveness, particularly mindfulness-based and cognitive-behavioural approaches. Phase 2 applied a Modified Delphi process involving experts in psychiatry, psychology, nursing, and health management. From 142 potential intervention activities, 45 were shortlisted during the qualitative assessment. After three rounds of online survey and a consensus meeting, 39 activities were endorsed. Phase 3 utilised the Nominal Group Technique (NGT) in structured workshops. Subject matter experts were invited to refine and prioritise the content, delivery, and format of the intervention activities to be included in the package. Eight activities received over 90% endorsement, and 10 others achieved more than 85% consensus, forming the basis of the final P-BIP module.

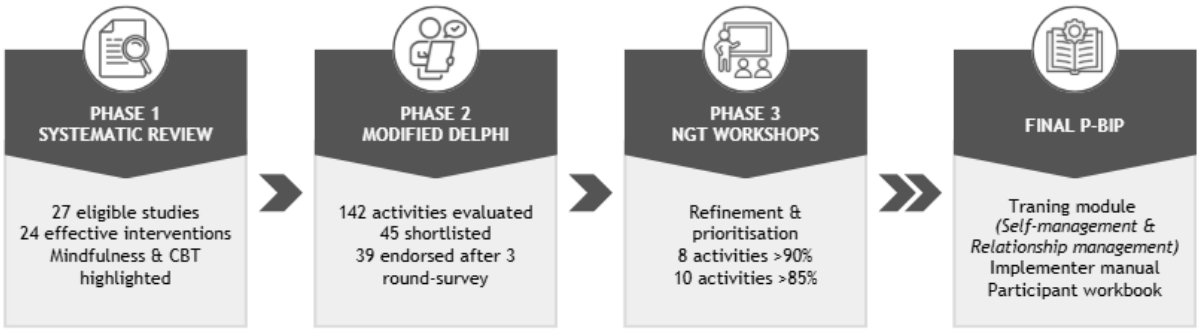

Figure 1. Flow Diagram of P-BIP Development Process

Results

The final P-BIP comprises 18 activities organised into a structured training module, supported by a bilingual implementer manual to ensure fidelity and standardised delivery. The module integrates two core components—self-management and relationship-management—to address multiple dimensions of burnout. Self-management strategies focus on mindfulness, relaxation, and resilience-building, while relationship management strategies emphasise effective communication, peer support, healthy

boundaries, and conflict management. A participant workbook was also developed to facilitate learning, reflection, and sustained practice.

Discussion

P-BIP represents the first structured, nurse-focused burnout intervention package in Malaysia, combining international evidence with contextual adaptation to the MOH hospital setting. Its systematic development ensures both scientific rigour and practical relevance, offering a scalable solution. The next step involves a pilot study to evaluate feasibility, fidelity, and acceptability, which will guide refinements before larger-scale implementation into national healthcare policies for workforce mental well-being. Ultimately, P-BIP can potentially safeguard the nurses' mental well-being, improve job satisfaction, and strengthen the resilience and sustainability of Malaysia's healthcare workforce.

Keywords: Nurses, burnout, mental health, psychoeducation, person-directed intervention